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AMENDMENT

TO

AGREEMENT BETWEEN CLARK TOWNSHIP AND  
UNION COUNCIL NO. 8, N.J. CIVIL SERVICE  
ASSOCIATION, REPRESENTING (WHITE COLLAR  
EMPLOYEES)

~~✓~~ 1983 to 1985

A G R E E M E N T

THIS AGREEMENT made this 25 day of August, 1983  
between CLARK TOWNSHIP (hereinafter called "Employer") and  
UNION COUNCIL NO. 8, NEW JERSEY CIVIL SERVICE ASSOCIATION (here-  
inafter called "Association"):

WHEREAS, the parties have carried on collective bar-  
gaining for the purpose of developing a contract covering wages,  
hours of work and all other conditions of employment;

NOW THEREFORE, in consideration of the promises and  
mutual agreements herein contained, the parties hereto agree  
with each other with respect to the employees of the Employer  
recognized as being represented by the Association as follows:

ARTICLE I. RECOGNITION

The Employer hereby recognizes Union Council No. 8,

## ARTICLE X - LONGEVITY PROGRAM

NOTE: Any employee hired after May 24th, 1976, shall not be eligible for the longevity program.

Each employee completing five (5) years of continuous uninterrupted service shall become eligible for longevity payment computed as follows:

(a) For each five (5) year period of service as outlined above, each employee of the Township shall receive the following in addition to the current annual salary:

	1983 and 1984
After 5 continuous years	\$ 308.00
After 10 continuous years	616.00
After 15 continuous years	924.00
After 20 continuous years	1,232.00
After 25 continuous years	1,540.00

(b) The effective date as to eligibility for longevity shall be the anniversary date of the individual's employment by the Township of Clark and the amount shall be as set forth above.

## ARTICLE XI - VACATIONS

All employees shall be entitled to the following vacation period, with pay:

### During 1983:

<u>Years of Service</u>	<u>Vacation Days With Pay</u>
Less than one (1) yr.	12 working days
One (1) to five (5) yrs.	14 working days
Six (6) to ten (10) yrs.	16 working days
Eleven (11) to twenty (20) yrs.	22 working days
Twenty-one (21) + yrs.	26 working days

### During 1984:

<u>Years of Service</u>	<u>Vacation Days With Pay</u>
Less than one (1) yr.	12 working days
One (1) to five (5) yrs.	15 working days
Six (6) to ten (10) yrs.	17 working days
Eleven (11) to twenty (20) yrs.	23 working days
Twenty-one (21) + yrs.	27 working days

When any vacation, or part of it, cannot be taken in the calendar year when earned, because of the work load in a department, the same can be taken in the following year, with the consent of

## ARTICLE X - LONGEVITY PROGRAM

NOTE: Any employee hired after May 24th, 1976, shall not be eligible for the longevity program.

Each employee completing five (5) years of continuous uninterrupted service shall become eligible for longevity payment computed as follows:

(a) For each five (5) year period of service as outlined above, each employee of the Township shall receive the following in addition to the current annual salary:

<u>1983 and 1984</u>	
After 5 continuous years	\$ 308.00
After 10 continuous years	616.00
After 15 continuous years	924.00
After 20 continuous years	1,232.00
After 25 continuous years	1,540.00

(b) The effective date as to eligibility for longevity shall be the anniversary date of the individual's employment by the Township of Clark and the amount shall be as set forth above.

## ARTICLE XI - VACATIONS

All employees shall be entitled to the following vacation period, with pay:

During 1983:

<u>Years of Service</u>	<u>Vacation Days With Pay</u>
Less than one (1) year	One (1) day per mo. for each full month
One (1) to five (5) years	Twelve (12) working days
Six (6) to ten (10) years	Sixteen (16) working days
Eleven (11) to twenty (20) years	Twenty-two (22) working days
Twenty-one (21) + years	Twenty-six (26) working days

During 1984:

Less than one (1) year	One (1) day per mo. for each full month
One (1) to five (5) years	Twelve (12) working days
Six (6) to ten (10) years	Seventeen (17) working days
Eleven (11) to twenty (20) years	Twenty-three (23) working days
Twenty-one (21) + years	Twenty-seven (27) working days

When any vacation, or part of it, cannot be taken in the calendar year when earned, because of the work load in a department, the same can be taken in the following year, with the consent of

A D D E N D U M

THIS ADDENDUM IS BEING AFFIXED TO THE AGREEMENT BETWEEN THE TOWNSHIP OF CLARK and UNION COUNCIL NO. 8, N. J. CIVIL SERVICE ASSOCIATION, REPRESENTING WHITE COLLAR EMPLOYEES, DATED AUGUST 25, 1983, CONSISTING OF NINETEEN (19) PAGES.

THIS ADDENDUM SHALL BECOME PAGE NO. TWENTY (20) OF SAID AGREEMENT.

THIS ADDENDUM IS NECESSARY INASMUCH AS PROVISIONS FOR CLOTHING ALLOWANCE FOR CERTAIN EMPLOYEES COVERED UNDER THIS CONTRACT, AS NEGOTIATED BY BOTH PARTIES, WERE NOT INCLUDED IN SAID CONTRACT.

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CLOTHING ALLOWANCE FOR ALL COMMUNICATIONS OPERATORS UNDER THE BUREAU OF POLICE, AND TWO BUILDING MAINTENANCE WORKERS UNDER THE DIVISION OF BUILDINGS AND GROUNDS SHALL BE AS FOLLOWS:

FOR THE YEAR 1983 -	\$150.00
FOR THE YEAR 1984 -	\$175.00.

Dated: September 21st, 1983

For: TOWNSHIP OF CLARK Howard R. Sadowski

For: UNION COUNCIL #8 Alya Sachinski

AGREEMENT BETWEEN CLARK TOWNSHIP AND  
UNION COUNCIL NO. 8, N.J. CIVIL SERVICE  
ASSOCIATION REPRESENTING BLUE COLLAR  
EMPLOYEES

1983 to 1985

THIS AGREEMENT made and entered into this 25<sup>th</sup> day of  
August, 1983, by and between THE TOWNSHIP OF CLARK,  
a Municipal Corporation of the State of New Jersey, (hereinafter  
known and designated as the Employer) and UNION COUNCIL NO. 8,  
N. J. CIVIL SERVICE ASSOCIATION (hereinafter known and designated  
as the Association)

WITNESSETH:

WHEREAS, it is the purpose of this Agreement to pre-  
scribe the legitimate rights of those municipal employees working  
in the Public Works Department, who are members of the Association;  
and to provide orderly and peaceful procedures for presenting  
employee grievances and proposals, and to protect the rights of  
the public in the Township of Clark;

NOW THEREFORE, IT IS AGREED AS FOLLOWS:

ARTICLE 1. RECOGNITION

Section 1. The Employer hereby recognizes the Association as the representative of the employees of the Public Works Department who have elected to be represented by the Association for the purpose of presenting and making known to their Director or such person as may be designated by the Mayor, their grievances and proposals.

Section 2. It is further provided that any individual employee shall have the right at any time, to present his own grievance or proposal. Any Association employee shall have the

(U.S. GOV. 1983)